

Architects chosen for waterfront campus

George Brown's waterfront campus will be designed by a team that has created award-winning buildings at several other colleges and universities.

The combined talent of Toronto-based Stantec Architecture and Kuwabara Payne McKenna Blumberg (KPMB) Architects, with Bruce Kuwabara as lead design principal, will now be applied in designing the two-building campus on Queen's Quay East – a process that is expected to take several months.

The Toronto-based team, chosen from 13 firms that wanted the job, is starting from scratch. They will be putting aside the speculative designs used in preliminary feasibility studies and to secure government funding and city go-ahead.

The firms have created buildings at Trent University, Centennial College, the University of Toronto, Concordia University, Yale, and McMaster, as well as the adaptation of old distillery district buildings for the Young Centre for the Performing Arts that houses George Brown's Theatre program.

Kuwabara is one of Canada's most distinguished architects. He is the 2006 recipient of the Royal Architectural Institute of Canada Gold Medal for Architecture. In 1987, he founded KPMB with partners Thomas Payne, Marianne McKenna, and Shirley Blumberg. Since then Kuwabara has gained international recognition as one of Canada's leading architects. His practice is committed to design of the public realm, and has earned distinction with 10 Governor General's Awards, Canada's highest architectural honour. He also chairs the Waterfront Design Review Panel – which vets designs for new buildings.

The two firms, working together as lead design consultants, will lead the college through the functional planning and design process, assist with the review of the construction Request for Proposals and manage the site plan approval process with the City of Toronto and Waterfront Toronto, the organization that is managing waterfront development.

"As we begin the largest and most exciting expansion in George Brown College's history, we are very pleased to have the expertise and guidance of

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DANCING FOR A CAUSE: George Brown dancers raised awareness of breast cancer among the lunch-hour throng at First Canadian Place on Jan. 21. Three of the 27 dancers were dressed in pink to represent the proportion of women who get breast cancer. They performed tableaux created for the event by artistic director Christine Health, rehearsal director Jennifer Fell, and the students themselves. The dancers in black are: (from left) Yasmine Giuliano, Katie Graham, Lindsay Twynam, Veronika Kvon, and Giada Salvi. In pink is Rayna Brayshaw, who is currently with the Ballet Jorgen Company as a dancer on their current western Canada tour of *Romeo and Juliet*.

Sharp increase in employee satisfaction

It was announced in Maclean's magazine last October and now more than 840 employees have supported the conclusion: George Brown College is a great place to work.

With significantly higher scores in this year's employee survey than in our last two surveys – including 85 per cent overall job satisfaction and 88 per cent pride in working at the college – staff are feeling very positive about their employment at George Brown. Both of these key indicators were up six per cent over the 2006 survey.

Improvements were also reported in virtually all of the nine key attributes tracked in the survey, with 10 per cent gains made in Strategic Direction/Leadership and College Environment. Also showing

strong improvement were Employee Engagement, Growth and Professional Development, Communication and Academic Excellence.

George Brown has undertaken an employee survey every second year since 2002. The college uses the survey to track overall satisfaction and a range of related employee attitudes in order to identify areas of success and others requiring development.

In the survey's open-ended questions, staff commented that GBC's greatest strengths were its Learning Community and Diversity & Respect. Improvement opportunities included Physical Work Environment, Putting Students First and Performance Management.

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Nursing leads to career as artificial circulation system expert

Stephen Harwood always stood out in his George Brown classes. He couldn't help it – he was the only guy studying to be a nurse when he started at the college in 1977.

But that didn't stop him from joining the profession and building on it to become a leading Canadian clinician and researcher in cardiovascular perfusion – the application of artificial blood circulation systems. Now he's a Certified Cardiovascular Perfusionist, Manager of Cardiopulmonary Specialties and Co-ordinator of Mechanical Circulatory Assistance for the University Health Network at Toronto General Hospital (TGH).

Harwood's health sciences career started by accident. He had no clear career goals when he left his hometown of Kitchener after high school and came to Toronto. Then fate intervened when he took a job as an orderly on the neurosurgery floor at St. Michael's Hospital. The nurses there saw his interest in health care and encouraged him to go back to college and join their profession. Harwood resisted at first – in 1977 it was still uncommon for men to become nurses – but he took the plunge and enrolled at George Brown. After graduating in 1979, he returned to the neurosurgical floor at St. Mike's – this time as a nurse instead of an orderly. While working in a subsequent job as a nurse with the Surgical Intensive Care Unit at Sunnybrook, he became aware of Cardiovascular Perfusion and enrolled in the program, attracted by the highly technical and independent nature of the job.

Harwood has earned a university degree and several professional diplomas and certificates, but his George Brown diploma still hangs on the wall of his TGH office. "It was the first. I wouldn't have gone anywhere if it wasn't for George Brown. It provided the foundation I needed to go on and do other things."



Stephen Harwood was the only man studying to be a nurse when he started at George Brown in 1977. But that didn't stop him from joining the profession and building on it to become a leading Canadian clinician and researcher in cardiovascular perfusion – the application of artificial blood circulation systems.

Now as head of the country's largest Cardiovascular Perfusion department, Harwood oversees all aspects of the department's role in providing complete out-of-body circulatory support to patients undergoing cardiovascular, vascular, transplant, thoracic and general surgical procedures and is responsible for an annual budget of more than \$7.5 million. He's also actively involved in ground-breaking research in preservation and protective strategies for heart and lung transplant patients.

A member of the Medical Advisory Board for the Canadian Society of Clinical Perfusion and a past Director of the Ontario Society of Clinical Perfusion, Harwood has published articles in medical journals, lectures extensively nationally and internationally, and is a part-time lecturer in Cardiovascular Perfusion at the Michener Institute in Toronto.

Since assuming his current position five years ago, Harwood has significantly increased the profile of cardiovascular perfusion within the hospital and the global medical community. TGH was the site of the world's first lung transplant in 1986 and remains one of the world's leading transplant centres, so Harwood's clinical and research work at the hospital has placed him on the leading-edge of advances in health care. Recently, Harwood was a key player in two North American medical firsts performed at TGH – keeping a patient alive with an artificial external lung while waiting for organs to transplant and using a new device to repair a patient's heart without invasive chest surgery.

Harwood is now excited about his current research into developing an ex-vivo perfusion system, which has the potential to regenerate damaged donor lungs, making them viable for transplantation. If successful, this could have a profound impact on the critical issue of long waiting lists for donor organs. "We're doing some very leading-edge research that I don't think anyone else in the world is doing. And we're getting really, really good results."

His experience and pioneering research make him a sought-after speaker and lecturer at conferences around the world. In the past few years, this has included conferences in Italy, Portugal, Germany, Japan and throughout the U.S. Harwood is also giving back to the college where he got his start, making himself available to speak to George Brown students and serving on the steering committee for fund-raising for a new campus at the college.

Stephen Harwood was nominated by George Brown for an 2009 Ontario Premier's Award. Premier's Awards are given each for outstanding college graduates.

Sharp increase in employee satisfaction (continued from page 1)

"It is tremendously rewarding to see that the efforts we have made to address the feedback we received in 2006 are being felt by our staff in 2008," said Anne Sado, President. "Employees are telling us that our Path to Leadership and our core values are taking us in the right direction and that they are committed to the journey. Only with a team that is highly engaged and proud to work at George Brown can we continue to advance our goals of academic excellence and student success."

President Sado was cautious to also note that improvement areas remain. Despite the progress made, employees are looking for further focus on performance management, especially performance reviews, goal setting and more involvement in departmental decisions affecting their work. They also continue to look for further improvement in communications within their department and across different programs, work areas and functions.

Employees generally also felt the college needed to focus on helping employees succeed with the same effort as it does students. This would build on previous growth and professional development support, improved technology resources and greater nurturing and recognition of innovation. Finally the feedback called for the college to improve its use of the annual Student KPI and Student Feedback Questionnaires in action planning. "In these areas we are not satisfied," Sado added. "We know we

have more work to do and I hope everyone understands that this feedback will be acted upon. We will continue to strive to improve our employees experience at George Brown College."

61 percent of all eligible GBC employees participated in this year's survey, compared with 52 per cent in 2006. An appropriate representation of employees participated across divisions and departments, campuses, job category and years of service.

Employee survey webcast now online

President Anne Sado and Human Resources Executive Director Nancy Hood discuss the results of the 2008 full-time employee survey and answer staff questions in a 30-minute webcast now available online. Staff can watch the webcast on any computer with web access. Register for the webcast online at <http://webcast.streamlogics.com/audience/index.asp?eventid=71050661>

After registering you'll be sent a unique password to access the webcast.

Confessions of an ice wine harvester

In pre-dawn darkness and frigid weather a busload of Hospitality students and professors, including Ballu Thakur, headed down to Niagara on Jan. 14 to harvest the frozen grapes that are used to make ice wine. The trip was one of several they will make to Stratus Winery to follow the wine-making process from grape to glass. The Stratus ice wine they helped create will be sold at The Chefs' House and at Convocation with a George Brown sticker on the box.

By Ballu Thakur

The experience of picking frozen ice wine grapes was a fantastic one that really made me think "I am Canadian!" My wife, at 4:00 a.m. on the coldest night of the year (-22° C!), thought otherwise...but let's not publish what she thought! Life is about experiences and this was one that I don't give up even if it meant getting up at 3:30 a.m. and getting down to George Brown College for a 4:30 a.m. bus departure.

Together with fellow Coordinator Adrian Caravello (the incredible energy and inspiration behind this whole wild venture!) and 30 students from various Hospitality programs (Food & Beverage Management, Hospitality, Tourism and Leisure, Special Events, and the Hospitality Management degree program), we headed to Niagara-on-the-Lake in the frozen darkness, arriving to a welcome of Tim Hortons's coffee and muffins at Stratus Winery.

Some people were dressed more thoroughly than others. Despite the warnings from Adrian to bundle



up for the weather, some heeded his advice more carefully than others. I took it seriously. I had extra thick socks, thermal underwear and four layers under a down jacket. The goggles were Adrian's (an extra pair from his ski gear) and came in very handy since they protected my eyes from the dry bitter cold in the vineyards. And the yellow rubber gloves stretched over my woolen ones were recommended by Charles Baker from the winery. He said that my woolen gloves would be a sticky mess after picking (and judging from the messy and gummy rubber gloves afterwards, I would have to agree!).

Like many other equally bundled-up pickers, we were very comfortable (hey, even hot at times!) outside as we shook and punched the frozen grape

Hospitality faculty member Ballu Thakur, who is co-ordinator for the college's Special Events Planning program, dressed for success as an ice wine harvester on Jan. 14. He was among a bus load of students and staff who braved frigid temperatures to get first-hand experience of ice wine making at Stratus Winery in Niagara on the Lake.

clusters right off the vine (no need for clippers since they were frozen solid and dropping off easily) onto the mesh below that caught the solid berries before being emptied into waiting grey plastic tubs (that were in turn consolidated into one large vat and taken by tractor back to the winery).

Did we taste some frozen grapes? Don't tell anyone at Stratus, but yes! And boy, were they ever sweet and flavourful! We picked five very long rows of grapes in the first hour and a half and saw the sun rise over the snow covered fields as we were finishing up. We took a 15 minute break inside to warm up with more coffee and donuts. And then onto more (and longer) rows at a different field further away from the first set.

We got through three more rows and by then, the energy level of the happy harvesters shrank considerably. We had all had enough! Back at the (warm) winery, we were given explanations of how the sugar content of the juice was analyzed, saw the grapes being pressed and had a sample of the juice straight from the press, floating twigs and grapes skins and all! Intense! And that was even before it was fermented.

And yes, we had a chance to sample some of last year's harvest in its finished form. Liquid gold! Yum! The ride back was just as quiet as the ride there!

An awesome experience! Of course I'll go again next year! In the mean while, I'm looking forward to heading back to Stratus to see the bottling of this year's harvest (hopefully in time for graduation!). And when I drink a bottle with friends, I can say I have my finger prints on the contents of that bottle!"

Architects chosen for waterfront campus (continued from page 1)

Stantec/KPMB on our side," said President Anne Sado. "Together we are committed to delivering a campus that will be a vital learning institution for future generations of students and a landmark for which all Torontonians are proud."

Stantec/KPMB are also known for many of the city's most notable new buildings, including the new Bridgepoint Health centre, the Centre for Addiction and Mental Health (CAMH), 51 Division Police Station, the Bell Lightbox and Canada's National Ballet School.

"We are excited by this opportunity to expand George Brown College's brand identity and vision with a vibrant design that sets high standards for health sciences education, sustainability, architectural excellence and community building – fully integrated with the East Bayfront, one of Waterfront Toronto's emerging live/work, learn/play precincts," says Kuwabara. "The George Brown lakefront campus project is as much about the creation of state-of-the-art education facilities as it is about visionary city building."

"We are thrilled to be selected" says Stantec Architecture partner Michael Moxam. "Our strategic alliance of Stantec Architecture and KPMB will forge a synergistic team with George Brown to create a facility that is at the leading edge of Inter-Professional Education."

With the planning and design team now in place, Centre for Health Sciences staff, lead by Dean Lorie Shekter-Wolfson, will begin working closely with Stantec/KPMB to design a new building to help the college maintain its leadership in the delivery of Interprofessional Health Sciences education and training, the primary focus of the campus.

The addition of a waterfront campus will increase George Brown's overall footprint in the city by 40 per cent and permit growth of up to 4,000 new students per year to address the forecast shortage of more than 40,000 post-secondary education spaces in the GTA over the next two decades.

President Anne Sado



Building a positive and rewarding workplace environment is considered by most organizations to be simply good business

practice. Here at George Brown, the fulfillment of our staff is not only critical to our mission as an educational institution, but it is closely tied to the very core of our identity and values. From this perspective, I am extremely pleased that this year's staff survey results are very positive overall, and indicate great strides have been made on a number of priority issues.

As detailed in the full article on page one of this issue of George Brown News, both key indicators of overall job satisfaction and pride in working at the College were significantly higher than in the same survey in 2006. This is clearly a positive and rewarding sign, as the College has worked hard to implement specific improvements based on the previous survey's results. Such tangible results deserve to be viewed as an achievement, especially in an organization as diverse and complex as George Brown.

This is not to say that there is not room for improvement. One of the most important elements of being a successful, dynamic organization is embracing a 'spirit of constant improvement' – an organizational philosophy which I firmly believe in, and one which George Brown must continue to use in order to reach its goals. Following in this spirit, the task of more deeply analyzing and understanding the results of the survey are already underway both at the college-wide level and within teams across the College. And rest assured, this process includes looking at both the areas which received the highest

satisfaction scores and those that received the lowest.

In order to make the most of the survey's results, understanding the reasons behind each of them will be crucial.

For the positive results, knowing what shaped them will allow us to support further progress and continue building on top of success. We can safely assume our initiatives based on staff feedback from previous surveys – putting students first, greater communication and more rewards and recognition – have had at least a partial impact this time around. And while it is much improved, communication remains an area where you continue to seek improvements.

The most important analysis will, however, focus on those areas which scored the lowest in the survey. A preliminary reading of the results shows that facilitating more staff participation in the Academic Strategy will continue to be a top priority, as will focusing on performance management and professional development. As an ongoing process, the College will carry out its commitment to listening to staff by focusing on discussion by division before planning for improvements on a college-wide basis.

Ultimately, the feedback we receive from staff drives the College's ability to create a fulfilling and enjoyable work environment and helps us ensure that we maintain a productive and ongoing dialogue. Thank you for your participation, your candor and your ongoing commitment to helping us realize our shared goal to make George Brown a great place to both learn and work.



SUCCESSFUL GRAD PASSES ON TIPS TO STUDENTS: George Brown student Sasha Nestertchouk chats with top hotelier and grad Minaz Abji after his talk to students in late January. Abji, who graduated from George Brown in 1975, is now Executive Vice President Host Hotels and Resorts, a Fortune 500 lodging real estate company that operates 123 upscale and luxury full-service hotel properties primarily operated under Marriott, Ritz-Carlton, Four Seasons, Hyatt, Hilton and Swissôtel brand names. He advised students to set goals and work hard to distinguish themselves. He also said George Brown was partly responsible for his success. "George Brown was an amazing experience for me. We had some great instructors. I've remembered those guys throughout my career and what they said to me."

GREEN SPOT

Can't open a window and get some fresh air? Get a plant. NASA research suggests indoor plants help improve indoor air quality and may reduce exposure to common cancer-causing volatile organic compounds from carpeting, furniture, paint and printed paper.

While chemicals such as formaldehyde, benzene, and carbon monoxide are anathema to human health, plants can thrive on them and remove them from the air.

Plants that top the clean-air list include peace lily, bamboo palm, English ivy, mums, and gerbera daisies, all of which are both easy to find and easy to care for.

So even if you don't have a green thumb, you can still have a greener office.



Make it happen.

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